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ABSTRACT

In spring 1981, a study was conducted to determine the status of part-time faculty in private, two-year colleges. Presidents at 84 church-related colleges, 76 independent, non-profit colleges, and 10 independent, profit colleges were asked to provide information on the number of part-time faculty employed; the increase or decrease in part-time faculty between 1979-80 and 1980-81; subject areas taught; average teaching load; salaries; expectations in the areas of student advisement, faculty meeting attendance, and committee service; in-service orientation; fringe benefits; educational background and teaching experience of part-time faculty as contrasted to full-time faculty; bases for teacher evaluation; reasons for employing part-time faculty; and sources of part-time instructors. Study findings, based on a 51% response rate, include the following: (1) 99% of the respondents employed part-time faculty; (2) business was the subject area for which part-time faculty were most frequently employed; (3) 45% of the respondents indicated that the average load was one course per term; (4) 71% provided part-time faculty with office space; (5) only 10% of the responding schools awarded equal benefits to part- and full-time instructors; (6) part- and full-time faculty were evaluated on the same bases at 83% of the colleges; and (7) 52% of the respondents indicated that most part-time instructors were employed full-time elsewhere. The study report presents findings by institution type. (KL)

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PART-TIME FACULTY IN PRIVATE JUNIOR COLLEGES

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PART-TIME FACULTY IN PRIVATE JUNIOR COLLEGES

More part-time faculty members are employed in the private two-year colleges in the United States than are full-time faculty members. The 1981 Community, Junior, and Technical College Directory, published by the American Association of Community and Junior Colleges reports the fact that of the 7,692 faculty employed by the 166 private two-year colleges in the United States, 3,887, or 50.53%, were part-time. Among public two-year colleges, a much larger percentage of faculty were part-time, namely, 56.58%.

While the literature of the community college movement contains a significant amount of information resulting from the study of part-time faculty, nothing could be found which looked specifically at the status of part-time faculty in the private two-year colleges. This report contains the findings of a study designed to do exactly that.

The Study

During the spring semester of 1981, a survey instrument was mailed to each of the private, two-year institutions listed in the 1980 Community, Junior, and Technical College Directory published by the American Association of Community and Junior Colleges. Instruments were mailed to 170 institutions in 40 states, 84 of which were church-related colleges, 76 of which were independent, non-profit colleges, and 10 of which were independent, profit institutions.¹

The survey instrument was sent to the president of each institution with the request that either the president or a member of his staff respond to 18 items designed to gather data about the status of part-time faculty on

¹This study was supported by an Organized Research Grant from Southwest Texas State University, San Marcos, Texas.

the respondent's campus during the 1980-81 academic year. Table 1 shows a summary of the number and percentage of instruments returned.

Table 1
Return Rate of Instruments Mailed

No. Mailed	No. Returned	Percent Returned	No. Usable Returns	Percent Usable Returns
170	89	52%	86	50.59%

Fifty of the 84 church-related colleges returned usable instruments (60% return); 30 of the 76 independent, non-profit institutions returned usable instruments (39% return); and 6 of the 10 independent, profit institutions returned usable instruments (60%). Such percentage returns seem to allow generalization to the total population of 170 private, two-year colleges in the nation.

The Results of the Study

Data in response to 18 items were requested. The findings are reported for each item in two ways: (1) by totals for all responding institutions, and (2) by sub-totals for each category of private institution, i.e., church-related (C.R.); independent, non-profit (Ind.N.P.); and independent, profit (Ind.P.).

Item 1. During the 1980-81 academic year, were there any part-time faculty employed in your institution? Of the 86 responding institutions, 85 (99%) employed part-time faculty. Table 2 shows complete data.

Table 2
Institutions Employing Part-Time Faculty
1980-81

Type of College	No. Responding Affirmatively	No. Responding Negatively	Total
C.R.	49	1	50
Ind. N.P.	30	0	30
Ind. P.	6	0	6
Total	85	1	86

Item 2. How many part-time faculty members (head count) were employed during the 1980-81 academic year? What is the total head count of all faculty members -- both full and part-time -- for 1980-81? There were 81 institutions which responded to this item. The data are shown in Table 3.

Table 3

Part-Time Faculty vs. Full-Time Faculty
1980-81

Type of College	Most Part-Time Faculty	Fewest Part-Time Faculty	Average Part-Time Faculty	Most Full-Time Faculty	Fewest Full-Time Faculty	Average Full-Time Faculty
C.R. (n=48)	150	1	15	274	10	41
Ind.N.P. (n=28)	250	2	33	320	17	61
Ind.P. (n=5)	144	11	39	179	14	57
Total (n=81)	250	1	23	320	10	49

	Largest % Part-Time Faculty	Smallest % Part-Time Faculty	Average % Part-Time Faculty
C.R. (n=48)	100%	6%	37%
Ind.N.P. (n=28)	93%	6%	54%
Ind.P. (n=5)	81%	23%	68%
Total (n=81)	100%	6%	47%

Item 3. Is the number of part-time faculty members (head count) employed during the 1980-81 academic year an increase or decrease from the 1979-80 academic year? Eighty-three institutions responded to this item. Of that number, 51% indicated an increase, 18% a decrease, and 31% indicated about the same employment as during the previous year. Complete data are shown in Table 4.

Table 4

Relationship of Part-Time Faculty in 1980-81 to Previous Year

Type of College	Number Responding	Number and Percent Showing Increase	Number and Percent Showing Decrease	Number and Percent Showing Same
C.R.	49	25 (51%)	8 (16%)	16 (33%)
Ind.N.P.	29	16 (55%)	5 (17%)	8 (28%)
Ind.P.	5	1 (20%)	2 (40%)	2 (40%)
Total	83	42 (51%)	15 (18%)	26 (31%)

Item 4. In which subject area do you employ the most part-time faculty?

There were responses from 81 institutions to this item. For each of the three types of institutions, the single discipline in which there were more part-time faculty employed than any other was business. Among church-related institutions, the most frequent response was that part-time faculty were employed rather evenly across all of the subject areas, followed by business, music, and English. Among independent, non-profit institutions, the order of frequency was business, social sciences, English, and art. Among independent, profit institutions, the order of frequency was business, general education, and legal studies.

Item 5. What is the average teaching load of part-time faculty? Of the 82 institutions responding to this item, 37 indicated that one course per semester or quarter was the average load; 43 indicated that two courses per semester or quarter was the average load; and two institutions reported that three courses per semester or quarter was the average load.

Among church-related institutions, 54% reported one course as an average load while 46% reported two courses as an average load. Among independent, non-profit institutions, 66% reported two courses as an average load, and 34% reported one course as an average load. Among independent, profit institutions, 40% reported three courses, 40% reported two courses, and 20% reported one course as an average load.

Item 6. What is the average salary per course paid to part-time faculty?

There were 83 institutions which responded to this item. Table 5 shows the resulting data.

Table 5
Average Salary Paid to Part-Time Faculty
1980-81

Amount Paid Per Course	C.P. Colleges No.	PerCent	Ind.N.P. Colleges No.	PerCent	Ind.P. Colleges No.	PerCent	Total Colleges No.	PerCent
Less than \$500	5	10%	1	3%	2	40%	8	10%
\$500 - \$750	11	23%	8	27%	3	60%	22	26%
\$750 - \$1000	22	46%	17	57%	0	0	39	47%
Above \$1000	10	21%	4	13%	0	0	14	17%
Total	48	100%	30	100%	5	100%	83	100%

Item 7. Are part-time faculty provided with offices on campus? Of the 84 institutions responding to this item, 24 (29%) indicated that offices were not provided to part-time faculty. There were 60 institutions (71%) reporting that offices were provided for either some or all of the part-time faculty; 20 institutions (24%) provided offices for all part-time faculty, and 40 institutions (47%) provided offices for some part-time faculty. Data by type of private college are shown in Table 6.

Table 6

Provision of Offices for Part-Time Faculty
1980-81

Provision of Office	C.R. Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
No provision	10	21%	10	33%	4	67%	24	29%
Yes, for some	27	56%	11	37%	2	33%	40	24%
Yes, for all	11	23%	9	30%	0	0	20	47%
Total	48	100%	30	100%	6	100%	84	100%

Item 8. Are part-time faculty required to be on campus for student advisement and consultation a specified number of hours per week in addition to the time in class? There were 84 institutions responding to this item, of which 61 (73%) indicated no required hours for student advisement. Among the 23 institutions (27%) requiring student advisement hours, there was no consensus concerning number of hours per week required. Responses ranged from "no set number" through "as required" and "by appointment" to specified amounts varying from 1/2 hour per course to 8 hours per week. Data by type of private college are shown in Table 7.

Table 7

Required Student Advisement Hours
by Part-Time Faculty
1980-81

Hours Required	C.R. Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
No	38	79%	19	63%	4	67%	61	73%
Yes	10	21%	11	37%	2	33%	23	27%
Total	48	100%	30	100%	6	100%	84	100%

Item 9. What does the college expect of part-time faculty with regard to faculty meetings? Only 13% of the 82 responding institutions required part-time faculty to attend faculty meetings. No colleges prohibited part-time faculty from attending, however. Table 8 contains detailed data on this item.

Table 8

Attendance at Faculty Meetings by Part-Time Faculty
1980-81

Attendance at Faculty Meeting	C.R.Colleges		Ind.N.P.Colleges		Ind. P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Required to Attend	6	13%	3	10%	2	40%	11	13%
Allowed to Attend	27	57%	19	63%	2	40%	48	59%
Not Required to Attend	14	30%	8	27%	1	20%	23	28%
Not Allowed to Attend	0	0	0	0	0	0	0	0
Total	47	100%	30	100%	5	100%	82	100%

Item 10. What does the college expect of part-time faculty with regard to service on faculty committees? There were 83 institutions which responded to this item, only 12% of which required committee service of part-time faculty. Committee service by part-time faculty was prohibited by 3% of the responding institutions. Complete data on this item are shown in Table 9.

Table 9

Committee Service by Part-Time Faculty
1980-81

Committee Service Status	C.R.Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Required to Serve	7	15%	1	3%	2	40%	10	12%
Allowed to Serve	23	48%	12	40%	2	40%	37	45%
Not Required to Serve	18	37%	14	47%	1	20%	33	40%
Not Allowed to Serve	0	0	3	10%	0	0	3	3%
Total	48	100%	30	100%	5	100%	83	100%

Item 11. Do part-time faculty receive the same fringe benefits as full-time faculty? In only 8 of the 83 institutions which responded to this item did part-time faculty receive the same fringe benefits as full-time faculty. Of the 83 responses to this question, 8 (10%) were "yes" and 75 (90%) were "no." Among the three types of private colleges, 100% of the responses were "no" from independent, profit institutions; 97% of the responses were "no" from independent, non-profit institutions; and 85% of the responses were "no" from church-related colleges.

The major differences in fringe benefits between full-time and part-time faculty most frequently stated were: (1) no health/hospitalization insurance, (2) no retirement benefits, (3) no social security benefits, and (4) no faculty development benefits. Seven of the 83 institutions reported that there were absolutely no fringe benefits for part-time faculty.

Item 12. What does the college expect of part-time faculty with regard to orientation/in-service programs offered by the institution? More than a third of the 85 institutions which responded to this item required part-time faculty to attend orientation or in-service programs. Only one institution prohibited their attendance. Complete data on this item are shown in Table 10.

Table 10

Part-Time Faculty Attendance at Orientation/Inservice
1980-81

Attendance Status	C.R.Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Required to Attend	19	39%	9	30%	3	50%	31	37%
Allowed to Attend	15	31%	14	47%	0	0	29	34%
Not Required to Attend	14	28%	7	23%	3	50%	24	28%
Not Allowed to Attend	1	2%	0	0	0	0	1	1%
Total	49	100%	30	100%	6	100%	85	100%

Item 13. Do your part-time faculty, on the average, have less, more, or equal formal education than your full-time faculty? Eighty-six per cent of the 85 responding institutions indicated that part-time faculty had an equal amount of formal education to that of the full-time faculty. Table 11 shows complete data relating to this item.

Table 11

Formal Education of Part-Time Faculty
1980-81

Status of Formal Education	C.R.Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Less than Full-Time Faculty	6	12%	2	7%	0	0	8	9%
More than Full-Time Faculty	1	2%	3	10%	0	0	4	5%
Equal to Full-Time Faculty	42	86%	25	83%	6	100%	73	86%
Total	49	100%	30	100%	6	100%	85	100%

Item 14. Do your part-time faculty, on the average, have less, more, or equal professional teaching experience than your full-time faculty? Only five per cent of the 85 responding institutions indicated that part-time faculty had more teaching experience than did full-time faculty. Most institutions reported that the experience was equal between part-time and full-time faculty, although 34 per cent reported less experience for part-time faculty. Table 12 shows complete data on this item.

Table 12
Teaching Experience of Part-Time Faculty
1980-81

Status of Teaching Experience	C.R.Colleges		Ind.N.P.Colleges		Ind.P.Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Less than Full-Time Faculty	18	37%	10	33%	1	17%	23	34%
More than Full-Time Faculty	2	4%	2	7%	0	0	4	5%
Equal to Full-Time Faculty	29	59%	18	60%	5	83%	52	61%
Total	49	100%	30	100%	6	100%	85	100%

Item 15. Are your part-time faculty evaluated on the same bases as are your full-time faculty? Eighty-three per cent of the 84 responding institutions reported the fact that part-time faculty were evaluated upon the same bases as were the full-time faculty. From among those institutions responding negatively to the item were statements of differences in evaluation such as:

"student ratings constitute the total evaluation for part-time faculty,"

"publications and community service not considered in evaluating part-time faculty,"

"part-time faculty are evaluated by students and division chairperson only,"

"different evaluation instruments are used for evaluation of part-time faculty,"

"the evaluation process is less formal for part-time faculty," and "there is no evaluation at all for part-time faculty." Data secured on this item are reported in Table 13.

Table 13

Evaluation of Part-Time Faculty
1980-81

Same Basis as for Full-Time Faculty?	C.R. Colleges		Ind.N.P. Colleges		Ind.P. Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Yes	42	87%	24	80%	4	67%	70	83%
No	6	13%	6	20%	2	33%	14	17%
Total	48	100%	30	100%	6	100%	84	100%

Item 16. What estimated percentage of your part-time faculty are employed:

full-time elsewhere; part-time elsewhere; not employed elsewhere? Forty-three of the 83 institutions responding to this item reported that a majority of their part-time faculty held employment elsewhere; 12 of those 43 institutions reported the fact that 100% of their part-time faculty were employed full-time elsewhere while 26 reported 90% or more as being employed full-time elsewhere. Only 13% of the institutions reported that a majority of their part-time faculty were not otherwise employed. One-fourth of the reporting institutions indicated that their part-time faculty were spread across the three options, sometimes evenly divided between two of the categories, but more frequently reporting half in one category and the other half divided between the two remaining categories. Complete data on this item are reported in Table 14.

Table 14

Employment Status of Part-Time Faculty
1980-81

Employment Status of Part- Time Faculty	C.R. Colleges		Ind.N.P. Colleges		Ind.P. Colleges		Total Colleges	
	No.	PerCent	No.	PerCent	No.	PerCent	No.	PerCent
Majority % employed full-time elsewhere	25	51%	14	50%	4	6%	43	52%
Majority % employed part-time elsewhere	5	10%	3	11%	0	0	8	10%
Majority % not employed elsewhere	7	14%	3	11%	1	17%	11	13%
No majority % among the three options	12	25%	8	28%	1	17%	21	25%
Total	49	100%	28	100%	6	100%	83	100%

Item 17. Rank the following reasons for the employment of part-time faculty in your institution, plus other reasons which you may include, by placing a number 1 for highest rank, 2 for second highest rank, etc. There were 83 institutions which responded to this item. The reason most frequently ranked highest by all three types of private two-year institutions for the employment of part-time faculty was "to acquire competent persons in fields where full-time faculty were not available." Other less frequently ranked reasons are contained in Table 15.

Table 15

Reasons for Employment of Part-Time Faculty
1980-81

Item	No. C.R. Coll. Ranking Item #1	No. Ind.N.P. Coll. Ranking Item #1	No. Ind.P. Coll. Ranking Item #1	Total Colleges Ranking Item #1
To effect financial savings	8	3	1	12
To achieve flexibility in curriculum	12	5	1	18
To acquire competent persons in fields where full-time faculty were not available	19	16	4	39
To overcome the condition of "tenured-in" faculty	0	0	0	0
To protect full-time faculty in case of enrollment declines	0	2	0	2
To broaden the community base by involving more community persons in the college program	1	1	0	2
To accommodate enrollments which do not justify full-time faculty	5	3	0	8
To meet off-campus and evening class needs	2	0	0	2
Total	47	30	6	83

Item 18. Rank the following sources from which you employed part-time faculty, plus other sources which you may include, by placing a number 1 for the source from which you employed the most, 2 for the source from which you employed second most, etc. There were 82 institutions which responded to this item. Two

sources accounted for 67% of the rankings of number one: local business/industry employees and qualified retired community members. Complete data on this item are reported in Table 16.

Table 16
Sources for Part-Time Faculty
1980-81

Source	No.C.R.Coll. Ranking Source #1	No.Ind.N.P.Coll. Ranking Source #1	No.Ind.P.Coll. Ranking Source #1	Total Colleges Ranking Source #1
High School Faculty	7	4	0	11
Other 2-year College Faculty	3	2	0	5
4-year College Faculty	4	3	0	7
Local business/industry employee	13	13	4	30
Retired community member	15	8	2	25
Faculty spouse	2	0	0	2
University student	1	0	0	1
Administrator in junior college	1	0	0	1
Total	46	30	6	82

Summary

The data which resulted from this study of private, two-year colleges in the nation were obtained from usable survey instruments returned by 86 of the 170 colleges listed in the 1980 Community, Junior and Technical College Directory, published by the American Association of Community and Junior Colleges. Major findings of the study include the following: (1) 99% of responding colleges employed part-time faculty; (2) on the average, 47% of total faculty in colleges surveyed were part-time members although percentages ranged among institutions from 100% to 6% part-time; (3) 51% of the responding colleges showed an increase in the number of part-time faculty employed from the previous year, 31% indicated about the same number, and 18% indicated a decrease from the previous year;

(4) institutions tend to employ part-time faculty within many of the subject areas, although business is the discipline listed most often by all three types of private two-year colleges; (5) 45% of the responding institutions reported that one course per semester or quarter was an average load for part-time faculty, 52% reported two courses, and 3% reported three courses; (6) 47% of the responding institutions reported salaries of \$750 to \$1000 per course taught, 26% reported salaries of \$500-\$750 per course, 17% reported salaries over \$1000 per course, and 10% reported salaries of less than \$500 per course; (7) 71% of all responding colleges provided some office space for most part-time faculty; (8) 73% of the responding institutions indicated that no hours for student advisement on campus were required of part-time faculty; (9) only 13% of the responding institutions required part-time faculty to attend faculty meetings; (10) service on faculty committees was required of part-time faculty in only 12% of the responding institutions and was prohibited in 3% of them; (11) part-time faculty received the same fringe benefits as full-time faculty in only 10% of the responding institutions; (12) attendance at orientation/in-service programs was required of part-time faculty in only 37% of the responding institutions; (13) the formal education of part-time faculty was considered by responding institutions to be essentially equal to that of full-time faculty; (14) teaching experience of part-time faculty was reported by responding institutions to be "less than" to "equal to" that of full-time faculty; (15) 83% of responding institutions reported that part-time and full-time faculty were evaluated on the same bases annually; (16) 52% of the responding institutions reported that a majority of their part-time faculty were employed full-time elsewhere; (17) to secure competent faculty in subjects for which full-time faculty were not available was the reason most frequently ranked number one for employing part-time faculty; and (18) more part-time faculty were employed from local business and industries than from any other single source.

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